



C.U.P.E. Local 1883
1-300 Victoria St. N.
Kitchener, ON
t. 519-571-1452
f. 519-571-0528
www.cupe1883.ca

January 2025 General Membership Meeting
Wednesday, January 8, 2025
ZOOM

Executive Present: Noelle Fletcher, Rhonda Gould, Kristen Eva, Paula Giles, Kim Koch, Stacey DeMars

Call to order: 5:30p.m.

Equality Statement/Roll Call of Officers/Land Acknowledgment

The Equality statement was read by Paula. Roll Call of Officers was completed. Noelle read the land acknowledgement.

Voting on New Members and Initiation

None

Reading of Minutes of Previous Meeting

Motion M/S Noelle Fletcher/Paula Giles to accept the meeting minutes from December 2024 GMM

Discussion? None

CARRIED

Matters Arising Out of the Minutes

None

Treasurer's Report

Kim Koch presented the financial report for November 2024

Motion M/S Kim Koch/Paula Giles to accept the Treasurer's Report for November 2024

Discussion? None

CARRIED

Communications

None

Grievance Report – Hello everyone.

I want to share some of our stats from 2024 for grievances and arbitrations.

Grievances - 38 total

- 17 Policy Grievances
- 21 individual

- 18 were settled
- 9 sent to arbitration
- 2 withdrawn
- 1 is in abeyance
- 8 ongoing

Trends and Topics

- Vacation
- Dismissal
- Discipline
- Management doing union work
- Hybrid
- Toxic Work Environment
- Job Assignments
- Job Postings
- Job Applications
- Overtime
- Job Applications
- Salary
- MOU's

Motion M/S Paula Giles/[redacted] to accept the grievance report for January 2025

Discussion? None

CARRIED

Secretary Report

None

Job Evaluation Report

None

Health and Safety Report

None

Noelle cedes chair to Stacey

President Report – We have looked for a new space and found a place sooner than expected. This is why we have a notice of motion to amend our budget. When preparing the budget we thought about creating a number which we thought would be how much we needed but decided against that because when we did our research on commercial leases there was no way to determine what we would need for rent at a new location. The new location will be approximately \$1000.00 a month more. It is larger and completely accessible.

In September, we discussed our plan to support a local charity every year. In October an email went out for votes

As part of our commitment to giving back to the community, we introduced our plan to support a local registered charity or non-profit organization.

We sent out an email for requests with a deadline of December 15th 2024

The charity that had the most requests was "The Healing of Seven Generations"

We will be sending out additional information about this charity and opportunities to support them throughout the year.

Motion M/S Noelle Fletcher/[redacted] to accept president report for January 2025

Discussion? A member asked for the location of the new office. Riverbend - near Bridgeport and Lancaster in Kitchener. A member asked if it was on a bus route. Yes, 4-5 minute walk to a bus stop

CARRIED

Noelle takes chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

1. Did you know? Article 23.06 Sick Leave Credits

These accumulate per month - we do not have short term disability.

Article 20.02 - medical notes (if off 3-5 days or more) the supervisor can ask for a doctor's note. Do not get one unless you are asked, you will not be reimbursed.

Members had questions around accumulating vacation time while on sick leave, the difference between regular sick and family sick time, and OMERS contributions

2. Trustee Report

Victoria Brander presented the amended trustee report for the period of July 1 - Dec 31, 2023. There was an error in addition, and this was corrected.

Motion M/S Noelle Fletcher/Kim Koch to accept the trustee report

Discussion? None

CARRIED

3. Notice of Motion to Amend Budget

Notice of motion (M2025-01-08) to amend the budget to increase the building line to \$54,000, an increase of \$12,000, plus an additional \$2,000 for moving expenses. To be motioned and voted on during February GMM

Noelle cedes chair to Stacey

4. Nominations

- i. Vice-President, Health & Safety: two-year term
 - Rhonda Gould nominated by Kristen Eva
- ii. Grievance Chair: two-year term
 - Stacey DeMars nominated by Danielle Kraftchick
 - Paula Giles nominated by Sheryl Mascoll
- iii. Recording Secretary: two-year term
 - Stacey DeMars nominated by Danielle Kraftchick
- iv. Diversity, Equity & Inclusion Coordinator: two-year term
 - Sheryl Mascoll nominated by Paula Giles
- v. Member Engagement Officer: one-year term -
 - Ray Hoover nominated by Stacey DeMars
 - Jeremy Turner nominated by Janet Francis
- vi. Trustee: three-year term -
 - Melissa Patten nominated by Stacey DeMars
 - Paula Ronson nominated by Sheryl Mascoll
- vii. Sergeant-at-arms: two-year term -
 - Paula Ronson nominated by Paula Giles
 - Ray Hoover nominated by Carolyn Bickers
 - Sean Stoughton nominated by Rhonda Gould

Good of the Union

None

Adjournment

Meeting adjourned at 6:31pm by Noelle.

Date of Acceptance of Minutes: January 9, 2025

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary